



## AnimeCon.org Contract

Con+Alt+Delete   Anime Midwest   Anime-ZAP!   AniMinneapolis   Anime-zing!

Thank you for supporting our convention by helping as staff. Our staff play a vital part in organizing the convention and keeping it safe and smooth-running. We want to create a fun, respectful, and safe environment for all who want to participate in the con. This contract outlines our shared expectations for the contractor services you will be providing.

Our goal with this agreement is to make your experience as rewarding as possible.

### Other Conventions

Many contractors for AnimeCon.org work for multiple conventions and many other convention-related or nerd-related organizations. You are completely free and independent to work for any convention you would like. We ask that you let us know of the other events you have relationships with so that we avoid creating conflicts with them.

As a contractor working for our organization, you are expected to adhere to the following “common sense” policies:

1. **Maintain a helpful and professional attitude in all dealings with attendees, exhibitors, guests, and fellow staff.** As a contractor you are acting as a representative of AnimeCon.org and may be one of the few people our attendees or exhibitors engage with during the entire convention. Make their attendance a positive experience by being professional and helpful.
2. **Be knowledgeable about the convention.** Familiarize yourself with as much of the convention as possible, such as hours of operation, locations of key areas, and the convention schedule. We make a ton of information available on our website and in our program guide. Take advantage of the available information so you can be an informed person when asked questions by attendees.
3. **Perform to the best of your abilities, and show up a little early for your contracted times.** If you find you are unable or unclear on how to do something, please talk with your DH/Manager/Director. We are all in this convention together and we do not want anyone to be overwhelmed or not succeed.
4. **Dress thoughtfully and appropriately.** We do not enforce any formal dress code, you are expected to have the good business sense to not wear offensive t-shirts, or clothing that might offend guests or convention members. Cosplay can be acceptable if it is thoughtful of your position, and does not interfere with your performance time. Certain areas may have higher requirements as determined by their department.
5. **Be sober and clear headed.** Do not drink alcohol or use controlled substances while you are under contracted time. If you become intoxicated while under contract or report while intoxicated or under the influence of a controlled substance, you will be removed from staff and ejected from the convention.
6. **Be humble and modest in your position.** While you are performing at the convention, you do not have special privileges and you do not get priority access in autograph lines, for instance, except as would be applicable to any other premium ticket holder. If you are not under contracted time, you have exactly the same privileges as any other convention attendee with a premium ticket.
7. **Remember the advice we give to attendees.** We ask the individuals attending our events to get plenty of sleep during the convention, eat well balanced meals, drink plenty of water, and maintain high personal hygiene. Try to remember them to not try to out-do fellows in who can sleep less.
8. **Go through and complete the required online annual training** covering things like basic responsibilities and harassment policies.
9. **Ultimately you control your results.** You ultimately have the right to control the means and methods of performing the services you are providing.

### Confidentiality

In order to help you, you may be provided with confidential or trade information. You agree to maintain the confidentiality of private or trade-related information that you may be privilege to during the convention. You may also be privy to information and conversations between and with guests during the convention and you

are expected to maintain the privacy and confidentiality of our guests as well. Should we find that you have shared information in a way that is detrimental to our events, you will be liable.

**Cordiality**

As a staff member, you agree to maintain cordial relations with the convention in all future dealings, and that any disparagement of the convention or its directors/officers/organizers/affiliates is not acceptable.

**Contract Term**

Your contract term will be so long as we both feel this contract is mutually beneficial. AnimeCon.org will pay you in specific benefits and in-kind pay, including complimentary premium admission, food, and a payment of \$40 per event. If you receive more than \$600 in a year we will send a 1099 form. As you may also receive in-kind contributions, these should be included in any income you report. By signing you are also agreeing that you are not subject to backup tax withholding.

**Scheduling**

We want you to work when you want and on your own terms. We will provide available time blocks and you are free to sign up for any time block that is available, while it is available.

**Revocation and Severability**

I understand that even if I no longer provide any services for AnimeCon.org, the majority of this agreement will still apply, including but not limited to the sections covering confidentiality, indemnity, and competition. I understand that any part of this agreement found unenforceable may be deemed severable and the rest of the agreement will still apply in full force.

**Indemnity**

I understand and agree that I may in some cases be responsible for providing my own food, transportation and lodging, unless otherwise agreed. Any food or lodging provided as a benefit or in-kind covers only the applicable terms of the specific benefit awarded. In the event of an accident or injury while performing for AnimeCon.org, I authorize AnimeCon.org to seek and obtain medical treatment. Furthermore, I agree to indemnify, defend and hold harmless AnimeCon.org, Chrono Pop LLC, and its officers/directors/affiliates/staff from any and all damages, losses, claims, liabilities, charges, suits, penalties, costs and/or expenses, including but not limited to court costs, attorneys' fees and expenses, resulting from any act (whether intentional or not), omission or negligence of any injury to myself.

Your Signature: \_\_\_\_\_ Today's Date: \_\_\_\_\_

Your Name: \_\_\_\_\_ Convention: \_\_\_\_\_ Department: \_\_\_\_\_

By signing above I agree that I have read all of the above information and agree to the policies, waivers, and indemnity herein.